

UPES
ETHICS COMMITTEE
MINUTES OF THE MEETING

16th February 2026, 03:30 PM Onwards

Venue: Passion Meeting Room, Hubble, Bidholi Campus, UPES

Chairperson

Dr. Suni Rai, Vice Chancellor

Secretary

Mr. Manish Madaan, Registrar

Members

1. Dr. Sunil Rai, Vice Chancellor– Chairperson
2. Dr. Arti Nautiyal, Director, SOLS&M
4. Dr. Abhishek Sinha, Dean, SOL
5. Mr. Manish Madaan, Registrar –Member Secretary
5. Dr. Shikha Dimri, Professor
6. Dr. Neelu Jyoti Ahuja, Professor
7. Mr. Mohit Dadhich, SEE
8. Nominee of Finance Officer
9. Advocate Vibhav Jain, External Member
10. NGO Representative
11. Special Invitee

ITEM 1: Record Of Attendance And Welcome

The Chairperson called the meeting to order and welcomed the members. The Chairperson stated that this meeting had been convened to examine a matter of academic integrity brought to the notice of the University, whereby certain faculty members were found to be inflating marks awarded in internal / mid-semester assessments with a view to securing favourable student feedback, which in turn influences the faculty's overall rating at the time of appraisal, and to decide on an appropriate course of action.

ITEM 2: To Review The Matter Brought To The Notice Of The University Regarding Inflation Of Internal/Mid-Semester Assessment Marks By Certain Faculty Members.

The Member Secretary apprised the Committee that it has come to the notice of the University, through observations of the Controller of Examinations' office and analysis of internal assessment data, that certain faculty members have been awarding unusually high and, in several cases, unwarranted marks in internal / mid-semester assessments to students.

On preliminary review, it appeared that such inflated marks were being awarded around the same period as, or shortly before, the student feedback exercise conducted for faculty appraisal, giving rise to a reasonable inference that the practice was intended to secure favourable feedback from students so as to enhance the concerned faculty member's overall rating at the time of appraisal, rather than to reflect the students' actual academic performance.

The Committee deliberated on the matter at length. The key points raised during discussion were as follows:

- Members noted that internal / mid-semester assessment exists to provide an authentic and continuous measure of a student's learning and performance, and that awarding marks with a view to influencing feedback rather than reflecting actual performance is a direct compromise of academic integrity.
- It was observed that this practice, if widespread, distorts not only individual faculty appraisal outcomes but also the credibility of the University's internal assessment system as a whole, and may disadvantage students whose marks genuinely reflect their performance.
- The Committee noted that linking marks inflation to student feedback and, in turn, to appraisal ratings, effectively converts an academic evaluation tool into a means of self-serving career benefit, which is a serious breach of professional and academic ethics.
- Members observed that the practice also has the potential to mislead students regarding their actual academic standing, which may affect their preparedness for end-semester examinations and future academic pursuits.
- The Committee agreed that, at this stage, a strong and unambiguous warning to all concerned faculty members, coupled with systemic safeguards, would be the appropriate and proportionate response, while making clear that any recurrence would attract stricter disciplinary consequences.

ITEM 3: To Examine The Case By The Committee

The practice of inflating internal / mid-semester marks to secure favourable student feedback, and thereby a higher appraisal rating, amounts to manipulation of the academic evaluation process for personal professional benefit and is a breach of academic integrity and the University's Code of Conduct.

1. Such conduct compromises the reliability of internal assessment as a genuine measure of student performance and undermines the fairness of the faculty appraisal system.
2. The cross-verification mechanism for internal/mid-semester marks, and the proximity of the feedback exercise to result declaration, are systemic gaps that have enabled this practice and must be addressed on priority.
3. Given that the practice was found across few faculty members, an institution-wide corrective and preventive response, alongside individual accountability, is warranted.

ITEM 4: To Recommend Appropriate Corrective And Disciplinary Action In The Matter

The Committee recommend the following systemic measures to the Vice-Chancellor for approval and implementation:

S.No.	Action Item	Responsibility	Target Timeline
1	Issue a written warning letter to all faculty members found to have inflated internal/mid-semester assessment marks, to be placed on their service record, clearly stating that any recurrence will attract stricter disciplinary action, including withholding of increment, denial of appraisal benefits, or further proceedings.	Registrar / HR	Immediate
2	Constitute a moderation committee at the department level to independently cross-check internal/mid-semester marks.	Dean/ Controller of Examinations	Within 3 weeks
3	Screening of internal assessment marks across sections/batches each semester to flag unusual upward deviations for review by the moderation committee.	Controller of Examinations / IQAC	Within 1 semester
4	Conduct a refresher session for all faculty on fair evaluation practices, examination ethics, and the institutional consequences of assessment manipulation.	IQAC	Within 6 weeks

S.No.	Action Item	Responsibility	Target Timeline
5	Place a compliance report and outcome of the moderation exercise before the Ethics Committee in its next meeting.	Member Secretary	Next meeting

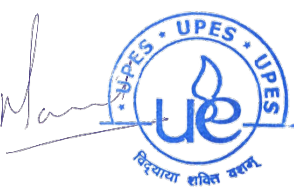
The Chairperson instructed member secretary to coordinate with HR to issue the warning letters to all concerned faculty members and implement the systemic recommendations set out above at the earliest, with periodic reporting to the Ethics Committee on progress. Further that the matter be handled with appropriate confidentiality and sensitivity, consistent with the University's HR policy.

ITEM 5: Any Other Item With The Permission Of The Chair

No other matter was raised for discussion.

The next meeting of the Ethics Committee shall be held in 2nd week of March to review the status of implementation of the above recommendations.

The meeting concluded with a vote of thanks to the Chair.



Manish Madaan

Member Secretary, Ethics Committee